

LEONARD BRIGHT, PH.D.

CONTACT INFORMATION

Leonard Bright Ph.D.
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EDUCATIONAL HISTORY

- 2003 Doctorate of Philosophy (Ph.D.), Public Administration and Policy, Portland State University, Hatfield School of Government, Portland OR
- 1998 Master of Public Administration (M.P.A.), University of Idaho, Moscow ID
- 1996 Bachelor of Arts (B.A.) (with Honors), University of South Florida, Tampa FL

EMPLOYMENT HISTORY

Administrative Experience

- 2016-2018 Assistant Provost, Office of Graduate and Professional Studies, Texas A&M, College Station TX

Oversee the Professional Development Team (i.e. supervision of human resources, strategic planning, and budgets); Responsible for the office's professional development initiatives and programs (i.e., Center for the Integration of Research Teaching and Service, Academy of Future Faculty, Discipline-Based Education Research Community, G.R.AD. Aggies Professional Development Certificate Program, Research and Presentation Awards, Aggie Commit High Impact Learning Fellowships, and the National Science Foundations Close the Gap Career Program); Deliver university-wide presentations to faculty, student, and college groups. Represent office at regional and national meetings.

- 2013-2016 Assistant Dean of Graduate Education, Bush School of Government and Public Affairs, Texas A&M University, College Station TX

Responsible for all graduate curriculum proposals advanced throughout the University; Represented the Dean to internal and external stakeholders and communities; Developed proposals for graduate program support through campus competitions and reported on the progress and accountability metrics; Assisted Finance Dean in the allocation of graduate funding pools and reported activities to graduate office; Assisted in the resolution of student honor code violations and academic grievances; Served on the University Honor Council; and Administered College level award competitions.

2011-2012 President, Southeastern Conference on Public Administration

Lead the Board of Directors in its efforts to enhances the field of public service in the Southeast by providing opportunities for scholarly and practice-based exchanges, professional development and networking opportunities, nurturing students and new practitioners and academics, and developing leaders in the profession; Presided over all meetings of the Board and serve as President of the Board; Served as ex-officio member of all committees; and appointed the treasurer, secretary, and all committee chairs.

2006-2011 President, Metropolitan Louisville American Society for Public Administration, Louisville KY

Responsible for day to day operations and leadership of organization (i.e., supervision of human resources, strategic planning, and budgeting); Chaired the Board of Directors. Built and maintained relationships with major public service master's degree programs in the state; Managed budgeting and funding activities, and produced annual reports; Recruited new student and faculty members; Organized a major academic conference.

2004-2004 Acting Director, Masters of Public Administration Program, Department of Political Science and Criminal Justice, University of South Alabama, Mobile AL

Responsible for program administration, marketing, strategic planning, student recruitment and admissions, academic and career advising, and outcome assessments.

2003-2005 Assistant Director, Masters of Public Administration Program, Department of Political Science and Criminal Justice, University of South Alabama, Mobile AL

Assisted with program administration, marketing, strategic planning, student recruitment and admissions, academic and career advising, and

outcome assessments; Responsible for curriculum and graduate policies revisions and other duties as assigned by Director.

Teaching Experience

2011-Pres Associate Professor (with Tenure), Bush School of Government and Public Service, Texas A&M University, College Station TX

Topics Taught: Human Resource Management, Leadership, Organization Theory and Behavior, Program Evaluation, Public Management, and Workplace Diversity

2005-2011 Associate Professor (with Tenure)
Assistant Professor (Tenure –Track August 2005-June 2011),
Department of Urban and Public Affairs, University of Louisville,
Louisville KY

Topics Taught: Program Evaluation, Workplace Diversity, Organization Behavior, Leadership, Public Management, and Public Personnel Management

2003-2005 Assistant Professor (Tenure-Track), Department of Political Science and Criminal Justice, University of South Alabama, Mobile AL

Topics Taught: Budgeting, Employee Motivation, Leadership Theory and Practice, Nonprofit Management, Organization Theory and Behavior, Public Administration, and Public Personnel Management Public Policy

2001-2003 Hatfield Resident Fellow (Graduate Fellowship), Executive Leadership Institute, Portland State University, Portland OR

Topics Taught: Organization Theory and Behavior

RESEARCH & CREATIVE ACTIVITY

Publications

2018 Bright, L. Government Career Interests, Perceptions of Fit, and Degree Orientations: Exploring their Relationship in Public Administration Graduate Programs. *Teaching Public Administration* 36 (1), 63-80

- 2017 Bright, L. Are Individuals with High levels of Public Service Motivation Satisfied in MPA Programs? *Teaching Public Administration* 35 (2), 209-22
- 2016 Bright, L. Is Public Service Motivation a Better Explanation of Nonprofit Career Preferences than Government Career Preferences? *Public Personnel Management*, 45 (4), 405-424
- 2016 Bright, L. Public Service Motivation and Socialization in Graduate Education *Teaching Public Administration*, 34 (3), 284-306
- 2016 Bright, & Graham, C. The Predictors of Student Satisfaction in Public Administration Graduate Degree Programs. *Journal of Public Affairs Education*, 22, 17-34,
- 2015 Bright, L., & Graham, C. Why Do Interest in Government Careers Decline among Public Affairs Graduate Students? *Journal of Public Affairs Education*, 21, 575-594,
- 2013 Bright, L. Where Does Public Service Motivation (PSM) Count the Most in Government Work Environments? *Public Personnel Management*, 42, 5-26
- 2011 Bright, L. Does Public Service Motivation Affect the Occupation Choices of Public Employees? *Public Personnel Management*, 40, 11-24
- 2010 Bright, L. Why Age Matters in the Work Preferences of Public Employees? A Comparison of Three Age-Related Explanations. *Public Personnel Management*, 39, 1-14
- 2009 Bright, L. Why Do Public Employees Desire Intrinsic Workplace Opportunities? *Public Personnel Management*, 38, 15-37
- 2008 Bright, L. Does Public Service Motivation Really Make a Difference on The Job Satisfaction and Turnover Intentions of Public Employees? *American Review of Public Administration*, 38, 149-166
- 2007 Bright L. Does Person-Organization Fit Mediate the Relationship Between Public Service Motivation and the Job Performance of Public Employees? *Review of Public Personnel Administration*, 27, 361-379
- 2007 Bright, L., Bright, C., & Haley L. Nonprofit Outreach Services: Using Outreach to increase Nonprofit's Capacity and to Provide a Quality Educational Experience for Students. *Journal of Public Affairs Education*, 13, 323-331

2007 Bright, L. *Intrinsic Motivation in Public Sector Organizations*. In C. Wankel (Ed.), *The Handbook of 21st Century Management*, SAGE

2005 Bright, L. Public Employees with High Levels of Public Service Motivation: Who Are They, Where Are They, and What Do They Want? *Review of Public Personnel Administration*, 25, 138-155

Book Review

2006 Bright, L. Review of Morality Politics by Elaine Sharp. *Journal of Urban Affairs*, 28, 95-96.

Invited Talks/Presentations

2017 A Guide to Work Motivation in the Public Sector: A Lesson in Research, Federal Executive Board, Portland Oregon, September 28th, 2017

2017 Public Service Motivation Research, School of Public Administration, University of Nebraska Omaha, February 15, 2017

2016 Connecting Students to Government: Problem, Explanations, and Solutions, CenTex ASPA Chapter, Award Banquet, May 19, 2016

2013-2015 Leadership Symposium, Office of the Vice President and Associate Provost for Diversity, Texas A&M, College Station

2014 Investigation of the Relationships among Public Service Motivation, Program Characteristics, and Career Interest among Master Degree Students in Public Affairs Programs, Bush School Talks, Bush School of Government, Texas A&M, Monday, April 14, 2014

2006 Public Service Motivation Talk, School of Urban and Public Affairs Faculty Research Talks, Louisville KY, October, 15, 2006

2004 Michael Figures Leadership Experience, On behalf of State Senator Vivian Figures, University of South Alabama, Mobile AL

Presentations at Scholarly Meetings

2018 Bright, The Influence of Perceived Organizational Prestige on the Work attitudes and Behaviors of Public Employees. 76th Annual Midwest Political Science Conference, April 5-8, 2018

- 2018 Bright, L, Public Service Motivation and Perceptions of Organizational Prestige among Federal Employees. 76th Annual Midwest Political Science Conference, April 5-8, 2018
- 2018 Bright, L, Does Military Experience Matter on the Work Attitudes and Behaviors of Public Employees? Comparing Veterans and Non-Veterans? American Society for Public Administration, Denver, Colorado March, 9-13,
- 2017 Bright, L, Do Perceptions of Fit and Program Orientation Matter on the Career Preferences of Students in Public Administration Programs? Teaching Public Administration Conference. University of Nebraska at Omaha, Omaha, Nebraska, May 31-Jun 2, 2017
- 2016 Bright, L, Is Public Service Motivation a Better Predictor of Nonprofit Career Preferences? New Evidence from a National Study, American Society for Public Administration, Seattle, WA, March, 18-27, 2016
- 2015 Bright, L, The Predictors of Student Satisfaction in Public Administration Graduate Degree Programs, Midwest Political Science Association Conference, Chicago, IL. April 16-19, 2015
- 2015 Bright, L, Why Do Interest in Government Careers Decline among Public Affairs Graduate Students, Midwest Political Science Association Conference, Chicago, IL. April 16-19, 2015
- 2014 Bright, L and Graham, B, National Investigation of Student Attitudes in Public Affairs Graduate Programs, National Association of Schools of Public Affairs and Administration, Albuquerque, NM, November, 2014
- 2010 Bright, L. Intrinsic Motivation in the Public Sector. Southeastern Conference of Public Administration, Wilmington, NC. October 13-16, 2010
- 2008 Bright, L. Where Does Public Service Motivation (PSM) Count the Most in Government Work Environments? Southeastern Conference of Public Administration, Orlando, FL. September, 2008
- 2007 Bright, L Intrinsic Motivation in the Public Sector: Conceptual Framework and Measurement Scale. American Society for Public Administration National Conference, Washington D.C., March 23-27, 2007

- 2006 Bright, L, Is Public Service Motivation a Uniquely Public Service Work Phenomenon? Exploring the Affects of PSM on the Occupation Choices, Job Satisfaction, Turnover Intentions, and Performance Ratings of Non-Managers in Public Sector Organizations Southern Industrial Relations and Human Resources Conference, Louisville Kentucky, October 26-28, 2006
- 2006 Bright, L., Of What Value is Public Service Motivation? Exploring the Impact of Public Service Motivation on the Person-Organization Fit, Satisfaction, Performance, and Turnover Intentions of Public Employees? Southern Industrial Relations and Human Resources Conference, Louisville Kentucky, October 26-28, 2006
- 2006 Bright, L., Is Public Service Motivation a Uniquely Public Sector Phenomenon? Comparing Public and Private Sector Employees. Presenting at Southeastern Conference on Public Administration, Athens Georgia on September 27-30, 2006
- 2006 Bright, L., Of What Value is Public Service Motivation? Exploring the Impact of Public Service Motivation on the Person-Organization Fit, Satisfaction, Performance, and Turnover Intentions of Public Employees. Presenting at Southeastern Conference on Public Administration, Athens Georgia on September 27-30, 2006
- 2005 Bright, L, and Haley, L, Nonprofit Organizational Capacity Building: A Case Study of Why and How Academic Institutions Can Be of Service. To Be Presented at the Southeastern Conference on Public Administration, Little Rock Arkansas on October 5-8, 2005
- 2005 Bright, L, Why Do Public Employees Desire Intrinsic Workplace Opportunities? Comparing Three Hypotheses. Presented at the Academy of Management, Honolulu Hawaii on August 5-10, 2005
- 2005 Bright, L. Why are Age Differences Present in the Work Preferences of Public Employees: Comparing Three Explanations. Presented at the Academy of Management, Honolulu, Hawaii on August 5-10, 2005
- 2004 Bright, L., Age and the Work Preferences of Public Employees: Comparing the Effects of Cohort, Job level, and Organization Socialization Perspectives. Presented at the Southeastern Conference on Public Administration, Charlotte NC on October 3, 2004

2004 Bright, L., An Empirical Investigation of the Intrinsic Reward Preferences of Washington County Oregon Employees. Presented at the Western Political Science Association, Portland OR, March 12, 2004

Grant Funding

2016 \$43,000; Center for the Integration of Research Teaching and Service National Network; 25 Research Universities Preparing a National Faculty to Advance STEM Undergraduate Learning; Great Lakes Higher Education Guaranty Corporation

2013 \$1,500, Capstone Grant, An Analysis of Service Integration of Brazos Valley Council of Governments (BVCOG) Client Services, Brazos Valley Council of Governments (BVCOG)

2012 \$13,000, Capstone Grant, Evaluation of CommunitiWorks Community-Based Financing Strategies in Cambodia, CommunitiWorks

2007 \$1,800 African American Mini Research Grant Award, College of Arts and Sciences, University of Louisville, KY

2006 \$14,000: Research Grant, School of Urban and Public Affairs, University of Louisville, Louisville, KY

2005 \$4,639 Summer Research Grant, Arts & Sciences Summer Research Award, College of Arts and Science, University of South Alabama, AL

2004 \$1,000 President Travel Grant, University of South Alabama, Mobile AL

2003 \$1,000 President Travel Grant, University of South Alabama, Mobile AL

SERVICE HISTORY

University

2017- Pres Faculty Member, University Strategic Information Technology Committee, Texas A&M University, College Station

2016-Pres Institutional Co-Leader, Center for the integration of Research, Teaching, and Learning, Texas A&M, College Station

- 2016-Pres Member, Center for Teaching Excellence Faculty and Student Advisory Board, Texas A&M, College Station
- 2015-Pres Member, Development Strategies Council, Texas A&M, College Station
- 2013-2016 Chair and Member, Graduate Council, Texas A&M, College Station
- 2014-2016 Member, Undergraduate Curriculum Committee, Texas A&M, College Station
- 2014-2016 Member, Academic Operations Deans, Texas A&M, College Station
- 2014-2016 Member, Academic Operations Committee, Texas A&M, College Station
- 2014-2016 Member, QEP Advisory Committee, Texas A&M, College Station
- 2013-2016 Member, Graduate Operations Committee, Texas A&M, College Station
- 2012-2016 Member, Honor Council, Texas A&M University, College Station
- 2016-2016 Member, Rhodes Scholarship Committee, National Fellowship and University Scholars, Texas A&M University, College Station
- 2014-2015 Vice-Chair, Graduate Council, Texas A&M, College Station
- 2015-2015 Member, Dean of Faculties Search Committee, Texas A&M, College Station
- 2013-2015 Member, University Grievance Committee, Texas A&M, College Station
- 2014-2015 Member, 2016 Graduation Convocation Speaker Committee, Texas A&M, College Station
- 2013-2015 Member, Faculty Senate Executive Committee, Texas A&M, College Station
- 2012-2015 Faculty Senator, George Bush School of Government and Public Service, Texas A&M, College Station

- 2012-2014 Member, Council on Strategic Budgeting, Texas A&M, College Station
- 2012-2014 Member, Student Rules and Regulations Committee, Texas A&M, College Station
- 2013-2013 Panel Member, Leadership Symposium, Office of the Vice President and Associate Provost for Diversity, Texas A&M, College Station
- 2012-2012 Member, University-Level Distinguished Achievement Awards, Graduate Mentoring, Texas A&M, College Station
- 2003-2005 Member, Host Committee for African American Faculty Candidates, University of South Alabama
- 2003-2005 Member, University Admissions and Records Committee, University of South Alabama
- 2003-2005 Member, African American Faculty Mentor Program, Student Affairs Department, University of South Alabama

Department, and Degree Program

- 2012-2016 Member, McGrew Research Award Committee, Public Service and Administration Department, Texas A&M, College Station
- 2012-2015 Faculty Senator, George Bush School of Government and Public Service, Texas A&M, College Station
- 2012-2014 Chair, Curriculum Committee, Masters of Public Affairs and Administration Program, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2011-2015 Member, Admissions Committee, Masters of Public Affairs and Administration Program, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2012-2012 Member, Nonprofit Faculty Hiring Committee, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2011-2011 Member, Assistant Director Hiring Committee, Leadership Program Certificate, George Bush School of Government and Public Affairs, Texas A&M University, College Station

- 2011-2011 Member, Nonprofit Faculty Hiring Committee, Leadership Program Certificate, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2009-2011 Member, Admissions Committee, Ph.D. Urban and Public Affairs Program, University of Louisville
- 2009-2011 Member, Admissions Committee, Masters of Public Administration, University of Louisville
- 2007-2011 Member, Urban and Public Affairs Ph.D. Comprehensive Exam Committee, University of Louisville
- 2007-2011 Program Faculty, Masters of Urban Planning Program, University of Louisville
- 2005-2011 Program Faculty, Masters of Public Administration Program, University of Louisville
- 2005-2011 Program Faculty, Doctorial Program, University of Louisville
- 2003-2005 Member, Budget Committee, Library Committee, and Grievance Committee, Department of Political Science, University of South Alabama
- 2003-2005 Member, MPA Program Development Committee, Department of Political Science, University of South Alabama

School/College

- 2011-Pres Member, Tenure and Promotion Committee, Department of Public Service and Administration, George Bush School of Government and Public Service, Texas A&M University, College Station
- 2016-2016 Member, Tier One Program Selection Committee, Dean of Faculties, Texas A&M, College Station
- 2013-2016 Member, Executive Committee, George Bush School of Government and Public Service, Texas A&M University, College Station
- 2013-2016 Chair, Bush School Graduate Instruction Committee, George Bush School of Government and Public Affairs, Texas A&M University, College Station
- 2000-2004 Member, College of Arts and Science Graduate Academic Standards

Committee, University of South Alabama

Profession

- 2013-2014 Chair, Bush School's CenTex Award Committee, American Society for Public Administration, Austin, TX
- 2012-2013 Past-President, Southeastern Conference for Public Administration
- 2012-2013 Chair, Strategic Imperative 4 Group, American Society on Public Administration
- 2011-2013 Chair, Paul Van Riper Award Committee, American Society on Public Administration
- 2012-2012 Member, Central Texas PSRW Awards Committee, CENTEX American Society for Public Administration, Austin, TX
- 2011-2012 President, Southeastern Conference for Public Administration
- 2011-2012 Vice Chair of SIG 4, American Society for Public Administration
- 2010-2011 President-Elect, Southeastern Conference for Public Administration Executive Board
- 2008-2009 Member, Board of Directors, ASPA Section on Personnel Administration and Labor Relations.
- 2007-2008 Member, American Society for Public Administration, Capacity Steering Group
- 2006-2008 Member, Executive Board of Directors, Southeastern Conference for Public Administration

Community

- 2012-2014 Member, Board of Directors, Communitiworks
- 2010-2010 Member, Urban League's Task Force on African American Educational Attainment, Louisville KY
- 2003-2003 Member, Campaign Workshop Task Force, Mobile Chamber of Commerce, Mobile AL

- 2004-2004 Speaker, Michael Figures Leadership Experience, On behalf of State Senator Vivian Figures, University of South Alabama, Mobile AL
- 2001-2002 Vice Chairman, Finance Committee, Gresham OR
- 2001-2002 Member, Budget Committee, Gresham OR
- 2001-2002 Member, Progress Board, Gresham OR
- 2000-2000 Member, Citizen Involvement Committee, Gresham OR

ACHIEVEMENT AND AWARDS

- 2017 Centex ASPA Distinguished Public Administration Educator Award
- 2013 ASPA's 2013 Chester A. Newland Presidential Citations of Merit
- 2013 James W. McGrew Research Award, CommunitiWorks: Baseline Assessment and Recommendations, Centex ASPA
- 2012 Richard Stadelmann Faculty Senate Service Award, Texas A&M Faculty Senate
- 2007 Outstanding Performance and Exemplary Achievement, Black Faculty/Staff Association, University of Louisville, KY
- 2003 Academic Excellence and Outstanding Service Award, Executive Leadership Institute, Portland OR
- 1996 Superior Academic Achievement Award, University of South Florida, Tampa FL
- 1995 Outstanding Student of the Year, University of South Florida, Tampa FL.
- 1995 Dean's List, University of South Florida, Tampa FL.
- 1993 Peter Miller Scholar, Peter Miller Foundation, Tampa FL
- 1989 The Mayor Award, City of Tampa FL